

PAY DIFFERENTIAL 266
DEPARTMENT OF CORRECTIONS AND REHABILITATION -
PLATA RECRUITMENT DIFFERENTIAL- UNITS 17, 19, 20,
AND EXCLUDED EMPLOYEES

Established: 01/01/03

Revised: 01/01/03, 12/06/05, 09/01/06, 03/02/07

Revised: 01/07/00, 12/08/00, 06/07/00, 05/02/01

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			Department of Corrections and Rehabilitation Adult Institutions Health Care Services Division
Infection Control Specialist	8201	R17	
Nurse - Anesthetist, Correctional Facility	9273		
Nurse Instructor, Correctional Facility	9353		
Nurse Practitioner, Correctional Facility	9278		
Public Health Nurse I, Correctional Facility	9274		
Public Health Nurse II, Correctional Facility	9345		
Registered Nurse, Correctional Facility	9275		
Surgical Nurse I, Correctional Facility	9277		
Surgical Nurse II, Correctional Facility	9329		
Physician Assistant, Correctional Facility	8016	R19	
Licensed Vocational Nurse, California Department of Corrections and Rehabilitation	8257	R20	
Excluded:			
Supervising Registered Nurse I, Correctional Facility	9317	S17	
Supervising Registered Nurse II, Correctional Facility	9318		
Supervising Registered Nurse III, Correctional Facility	9319		

RATE	EARNINGS ID
\$1500 (one-time payment) – Upon completion of one (1) qualifying pay period.	9K
\$1500 (one-time payment) – Upon completion of six (6) consecutive qualifying pay periods.	
\$1000 (one-time payment) – Upon completion of 18 consecutive qualifying pay periods.	

CRITERIA
New civil service employees (individuals hired from outside State service) appointed on or after 01/01/03 to a classification listed above and employed at any correctional institution, performing satisfactorily, shall be eligible to receive the appropriate recruitment differential upon completion of the specific qualifying and consecutive qualifying pay period(s).
If an employee voluntarily terminates or is discharged prior to completing the initial qualifying pay period and subsequent consecutive qualifying pay periods required for eligibility for this differential, there will be no pro rata payment of those months served.
If an employee transfers and/or promotes to another correctional institution in a classification listed above without a break in service, the qualifying consecutive pay periods at each location shall be cumulative.
If an employee promotes without a break in service from a rank-and-file classification listed above to an excluded (supervisory) classification listed above within the same, or to another, correctional institution, the qualifying consecutive pay periods at each location shall be cumulative.

CRITERIA - Continued

If an employee transfers and/or promotes to a **NON**-correctional institutional setting, regardless of the classification, there will be no pro rata payment of those months served at an institution.

If an employee transfers and/or promotes to a classification not listed above, regardless of the correctional institutional setting, there will be no pro rata payment of those months served in the eligible classification.

Part-time and intermittent employees shall receive a pro rata share of the recruitment differential based on the total number of hours worked during the initial qualifying period and subsequent consecutive qualifying periods.

Any employee who fails to meet these criteria shall not be eligible for payment of any portion of the differential.

Employees who are compensated under this differential are ineligible for compensation under Pay Differential 267.

For Physician Assistant, Correctional Facility (Class Code 8016), incumbents in this class shall receive this differential, effective 12/06/05, as directed by the federal court correctional expert on 02/16/06 for Class Action No. C01-1351-THE (Plata vs. Schwarzenegger).

Licensed Vocational Nurse, California Department of Corrections and Rehabilitation (Class Code 8257) replaced Licensed Vocational Nurse (Safety) (Class Code 8274) effective 03/02/07.

The differential may be discontinued at any time at the discretion of the State, subject to the requirements of the Plata class action. A review of this differential shall be conducted on an annual basis and adjusted, or terminated, at the discretion of the Department of Personnel Administration.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No